

94-2401 NC, RALEIGH

03/12/02

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W. Gross
 Director

Division of
 Wage Determinations

Wage Determination No.: 1994-2401
 Revision No.: 22
 Date Of Last Revision: 03/04/2002

State: North Carolina

Area: North Carolina Counties of Bertie, Durham, Edgecombe, Franklin, Granville, Hal
 Hertford, Nash, Northampton, Orange, Person, Vance, Wake, Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	11.72
Accounting Clerk II	12.10
Accounting Clerk III	13.85
Accounting Clerk IV	17.45
Court Reporter	14.35
Dispatcher, Motor Vehicle	14.59
Document Preparation Clerk	11.96
Duplicating Machine Operator	11.17
Film/Tape Librarian	12.23
General Clerk I	8.82
General Clerk II	9.39
General Clerk III	12.00
General Clerk IV	13.28
Housing Referral Assistant	16.62
Key Entry Operator I	8.71
Key Entry Operator II	10.09
Messenger (Courier)	8.88
Order Clerk I	12.25
Order Clerk II	13.50
Personnel Assistant (Employment) I	12.78
Personnel Assistant (Employment) II	14.34
Personnel Assistant (Employment) III	14.60
Personnel Assistant (Employment) IV	15.04
Production Control Clerk	14.62
Rental Clerk	13.62
Scheduler, Maintenance	14.09
Secretary I	14.09
Secretary II	14.35
Secretary III	14.77
Secretary IV	18.21
Secretary V	21.52
Service Order Dispatcher	12.23
Stenographer I	12.75
Stenographer II	14.54
Supply Technician	16.70
Survey Worker (Interviewer)	12.45
Switchboard Operator-Receptionist	10.88
Test Examiner	14.35
Test Proctor	14.35
Travel Clerk I	8.66
Travel Clerk II	9.22
Travel Clerk III	9.83
Word Processor I	10.97
Word Processor II	12.32
Word Processor III	15.33
Automatic Data Processing Occupations	
Computer Data Librarian	10.71

Computer Operator I	13.24
Computer Operator II	17.71
Computer Operator III	18.00
Computer Operator IV	20.86
Computer Operator V	22.84
Computer Programmer I (1)	15.62
Computer Programmer II (1)	19.43
Computer Programmer III (1)	23.80
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	22.84
Computer Systems Analyst II (1)	27.21
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.22
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.54
Automotive Glass Installer	14.60
Automotive Worker	14.77
Electrician, Automotive	12.47
Mobile Equipment Servicer	13.45
Motor Equipment Metal Mechanic	15.38
Motor Equipment Metal Worker	14.77
Motor Vehicle Mechanic	16.73
Motor Vehicle Mechanic Helper	12.18
Motor Vehicle Upholstery Worker	13.97
Motor Vehicle Wrecker	14.77
Painter, Automotive	15.65
Radiator Repair Specialist	14.77
Tire Repairer	12.85
Transmission Repair Specialist	16.40
Food Preparation and Service Occupations	
Baker	9.57
Cook I	8.06
Cook II	9.07
Dishwasher	7.32
Food Service Worker	7.32
Meat Cutter	10.81
Waiter/Waitress	6.90
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.83
Furniture Handler	10.72
Furniture Refinisher	15.83
Furniture Refinisher Helper	12.44
Furniture Repairer, Minor	14.14
Upholsterer	15.83
General Services and Support Occupations	
Cleaner, Vehicles	7.32
Elevator Operator	7.32
Gardener	9.85
House Keeping Aid I	6.74
House Keeping Aid II	7.32
Janitor	7.32
Laborer, Grounds Maintenance	7.93
Maid or Houseman	6.74
Pest Controller	10.46
Refuse Collector	7.32
Tractor Operator	9.21
Window Cleaner	7.93
Health Occupations	
Dental Assistant	12.55
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.84
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	10.75
Medical Laboratory Technician	12.34
Medical Record Clerk	11.75
Medical Record Technician	13.54
Nursing Assistant I	8.71
Nursing Assistant II	9.79

Nursing Assistant III	10.68
Nursing Assistant IV	11.99
Pharmacy Technician	12.19
Phlebotomist	12.34
Registered Nurse I	17.13
Registered Nurse II	20.97
Registered Nurse II, Specialist	20.97
Registered Nurse III	25.37
Registered Nurse III, Anesthetist	25.37
Registered Nurse IV	30.38
Information and Arts Occupations	
Audiovisual Librarian	16.86
Exhibits Specialist I	18.02
Exhibits Specialist II	22.31
Exhibits Specialist III	27.33
Illustrator I	17.19
Illustrator II	21.29
Illustrator III	26.05
Librarian	20.55
Library Technician	12.74
Photographer I	15.36
Photographer II	17.19
Photographer III	21.28
Photographer IV	26.04
Photographer V	31.04
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.90
Counter Attendant	6.90
Dry Cleaner	8.01
Finisher, Flatwork, Machine	6.90
Presser, Hand	6.90
Presser, Machine, Drycleaning	6.90
Presser, Machine, Shirts	6.90
Presser, Machine, Wearing Apparel, Laundry	6.90
Sewing Machine Operator	8.47
Tailor	8.93
Washer, Machine	6.97
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	13.30
Tool and Die Maker	19.10
Material Handling and Packing Occupations	
Forklift Operator	12.44
Fuel Distribution System Operator	16.83
Material Coordinator	16.13
Material Expediter	16.13
Material Handling Laborer	11.80
Order Filler	9.68
Production Line Worker (Food Processing)	11.62
Shipping Packer	11.71
Shipping/Receiving Clerk	10.90
Stock Clerk (Shelf Stocker; Store Worker II)	11.00
Store Worker I	8.56
Tools and Parts Attendant	11.62
Warehouse Specialist	11.62
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.23
Aircraft Mechanic Helper	13.88
Aircraft Quality Control Inspector	19.17
Aircraft Servicer	16.26
Aircraft Worker	17.23
Appliance Mechanic	15.83
Bicycle Repairer	12.85
Cable Splicer	17.07
Carpenter, Maintenance	15.83
Carpet Layer	14.98
Electrician, Maintenance	17.17
Electronics Technician, Maintenance I	17.09
Electronics Technician, Maintenance II	18.04
Electronics Technician, Maintenance III	19.09

Fabric Worker	14.14
Fire Alarm System Mechanic	16.54
Fire Extinguisher Repairer	13.30
Fuel Distribution System Mechanic	18.19
General Maintenance Worker	14.98
Heating, Refrigeration and Air Conditioning Mechanic	16.54
Heavy Equipment Mechanic	16.54
Heavy Equipment Operator	15.13
Instrument Mechanic	18.61
Laborer	7.32
Locksmith	15.83
Machinery Maintenance Mechanic	16.54
Machinist, Maintenance	16.54
Maintenance Trades Helper	12.44
Millwright	16.54
Office Appliance Repairer	15.83
Painter, Aircraft	15.83
Painter, Maintenance	15.83
Pipefitter, Maintenance	16.54
Plumber, Maintenance	15.83
Pneudraulic Systems Mechanic	16.54
Rigger	16.54
Scale Mechanic	14.98
Sheet-Metal Worker, Maintenance	16.54
Small Engine Mechanic	14.98
Telecommunication Mechanic I	16.68
Telecommunication Mechanic II	19.30
Telephone Lineman	16.54
Welder, Combination, Maintenance	16.54
Well Driller	16.54
Woodcraft Worker	16.54
Woodworker	13.30
Miscellaneous Occupations	
Animal Caretaker	8.46
Carnival Equipment Operator	8.01
Carnival Equipment Repairer	8.57
Carnival Worker	7.32
Cashier	6.74
Desk Clerk	7.80
Embalmer	18.23
Lifeguard	9.92
Mortician	18.23
Park Attendant (Aide)	12.45
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.23
Recreation Specialist	8.87
Recycling Worker	9.21
Sales Clerk	7.23
School Crossing Guard (Crosswalk Attendant)	7.32
Sport Official	9.92
Survey Party Chief (Chief of Party)	13.68
Surveying Aide	5.86
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.49
Swimming Pool Operator	11.08
Vending Machine Attendant	9.21
Vending Machine Repairer	11.08
Vending Machine Repairer Helper	9.21
Personal Needs Occupations	
Child Care Attendant	7.45
Child Care Center Clerk	9.79
Chore Aid	6.74
Homemaker	10.87
Plant and System Operation Occupations	
Boiler Tender	17.52
Sewage Plant Operator	15.94
Stationary Engineer	17.52
Ventilation Equipment Tender	12.44
Water Treatment Plant Operator	15.83
Protective Service Occupations	
Alarm Monitor	11.35

Corrections Officer	12.47
Court Security Officer	18.01
Detention Officer	18.01
Firefighter	18.32
Guard I	8.70
Guard II	9.76
Police Officer	17.70
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	14.01
Hatch Tender	14.01
Line Handler	12.96
Stevedore I	14.16
Stevedore II	15.77
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	17.22
Archeological Technician II	21.54
Archeological Technician III	23.92
Cartographic Technician	20.86
Civil Engineering Technician	19.35
Computer Based Training (CBT) Specialist/ Instructor	21.64
Drafter I	14.34
Drafter II	16.11
Drafter III	18.02
Drafter IV	22.31
Engineering Technician I	14.29
Engineering Technician II	16.23
Engineering Technician III	16.55
Engineering Technician IV	21.44
Engineering Technician V	25.35
Engineering Technician VI	30.67
Environmental Technician	16.49
Flight Simulator/Instructor (Pilot)	25.78
Graphic Artist	21.64
Instructor	18.23
Laboratory Technician	15.65
Mathematical Technician	20.30
Paralegal/Legal Assistant I	15.64
Paralegal/Legal Assistant II	19.87
Paralegal/Legal Assistant III	24.30
Paralegal/Legal Assistant IV	29.39
Photooptics Technician	20.29
Technical Writer	25.27
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	17.18
Weather Observer, Senior (3)	18.00
Weather Observer, Upper Air (3)	17.18
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	14.30
Parking and Lot Attendant	10.36
Shuttle Bus Driver	12.43
Taxi Driver	10.36
Truckdriver, Heavy Truck	16.64
Truckdriver, Light Truck	13.10
Truckdriver, Medium Truck	17.89
Truckdriver, Tractor-Trailer	16.64

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 10 years, and 4 after 15 years. Length of service includes the whole sp continuous service with the present contractor or successor, wherever employed, and the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitut any of the named holidays another day off with pay in accordance with a plan communi to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, o professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a r tour of duty, you will earn a night differential and receive an additional 10% of ba for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday wo which is not overtime (i.e. occasional work on Sunday outside the normal tour of dut considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees emp in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work su screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, a pyrotechnic compositions such as lead azide, black powder and photoflash powder. Al house activities involving propellants or explosives. Demilitarization, modificatio renovation, demolition, and maintenance operations on sensitive ordnance, explosives incendiary materials. All operations involving regrading and cleaning of artillery

A 4 percent differential is applicable to employees employed in a position that repr a low degree of hazard when working with, or in close proximity to ordnance, (or empl possibly adjacent to) explosives and incendiary materials which involves potential i such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adj work area or equipment being used. All operations involving, unloading, storage, an hauling of ordnance, explosive, and incendiary ordnance material other than small arm ammunition. These differentials are only applicable to work that has been specifica designated by the agency for ordnance, explosives, and incendiary material differenti

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (eith the terms of the Government contract, by the employer, by the state or local law, et the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor w accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequat number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsib of the employee, all contractors and subcontractors subject to this wage determinati shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual c reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per wee \$.67 cents per day). However, in those instances where the uniforms furnished are m "wash and wear" materials, may be routinely washed and dried with other personal gar

and do not require any special treatment such as dry cleaning, daily washing, or com laundering in order to meet the cleanliness or appearance standards set by the terms Government contract, by the contractor, by law, or by the nature of the work, there requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication ma obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 Copies of specific job descriptions may also be obtained from the appropriate contra officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is no listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appro level of skill comparison) between such unlisted classifications and the classificat listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract wo such unlisted class(es) of employees. The conformed classification, wage rate, and/ fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separa 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupa and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order p classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), incl information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later tha days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report action, together with the agency's recommendations and pertinent information includi position of the contractor and the employees, to the Wage and Hour Division, Employm Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disa the action via transmittal to the agency contracting officer, or notifies the contra officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupat (the Directory) should be used to compare job definitions to insure that duties requ are not performed by a classification already listed in the wage determination. Rem it is not the job title, but the required tasks that determine whether a class is in

in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.